2 4 JUL 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Midcareer Follow-Up

REFERENCE : Note for Director of Training

from DD/S dtd 20 Jun 169,

same subj.

1. The attached document, "Report on Midcareer Officer Follow-up", provides answers to the seven questions outlined in referent memorandum. This report on 16 Midcareer Officers in the Training Career Service up-dates substantially the information furnished by Mr. in the attachment to your memorandum.

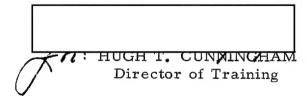
- 2. Since the inception in 1964 of a Midcareer Program in the Office of Training and the concurrent selection of 17 officers, a total of 26 officers have participated in the Program at various times. Of the present 16 Midcareerists, nine are original designees. Over the years, ten officers were separated from the Program—two through resignation, two for sub-standard performance, one through transfer to another career service, and five due to seniority of grade and experience.
- 3. I have answered question "E" of referent memorandum-additional training provided since completion of Midcareer Executive Development Course-by recording all training completed from date of selection as a Midcareer Officer. Inclusion of training completed since acquiring Midcareer status more accurately reflects planning and accomplishments of the customary five-year career planning period. Further, some participants completed significant planned training assignments before enrollment in MEDC.

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4. Regarding "planned" assignments as opposed to "target of
advancement opportunity" per question "C" of the memorandumit
may be fairly said that 15 of the 16 officers are in planned assignments
and that only one, had the good fortune to be chosen
by the Training Career Board for the one-year Fellowship in Congres-
sional Operations through the "target of opportunity" method. Of the
remaining 15, twelve (12) officers (
are in assignments planned to provide the individual with
broadening and/or advancement opportunity. The remaining three
(3) officers ( are in planned assignments
two, att p. 13) by request of the officer
himself and one att p. 6) because the position is best suited
to the qualifications and experience of the officer. Advancement was
not the primary consideration in these latter three assignments.

- 5. As part of the OTR personnel development planning process, the Training Career Board has identified all senior-level or key positions in this Office and tentatively selected candidates worthy of further consideration when a vacancy occurs. Midcareer officers are naturally an excellent source of candidates for advancement to key OTR positions and, accordingly, their qualifications are regularly reviewed for planning purposes. In response to question "D"--Column 10, Assignment and Training Plans, summarizes the essential features of assignment plans as developed by the Career Board through executive inventories, career plans and other Board planning efforts based on receipt of new information from Field Reassignment Questionnaires, Fitness Reports, and the individual himself.
- 6. At its meeting of 23 May 1969, the Training Career Board agreed to schedule a comprehensive review of the OTR Midcareer Program subsequent to the publication of a new Agency Regulation on the Program. Additional changes in the status of the Program, as partially conveyed by this report are therefore anticipated.



Attachment as stated

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REPORT ON MIDCAREER OFFICER FOLLOW-UP

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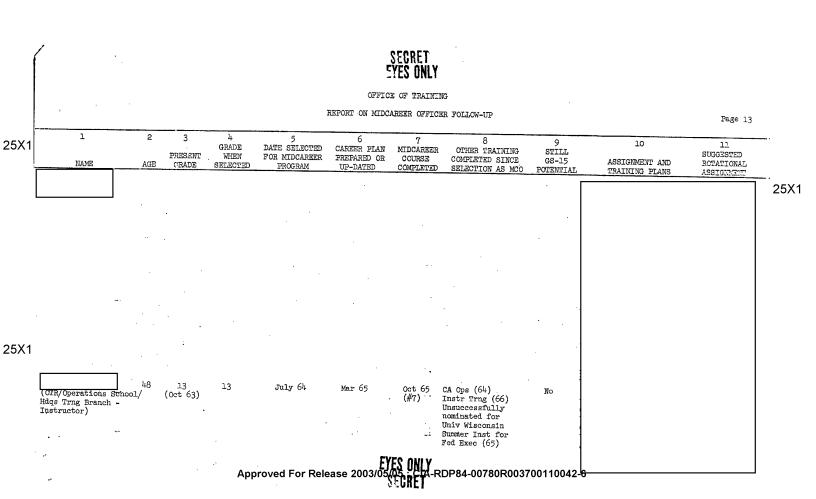
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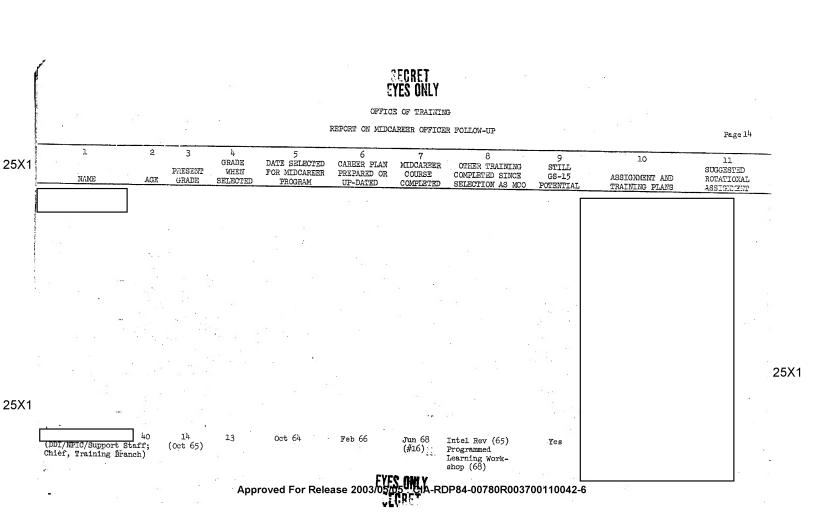
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